



# RACE matters

**ORGANIZATIONAL SELF-ASSESSMENT**



The Annie E. Casey Foundation



## ORGANIZATIONAL OPERATIONS

1. Removing barriers to opportunity and disparity/disproportionality reduction are explicit goals of the work and are articulated in a mission/vision statement.

0=No                      1=Moving In That Direction                      2=Yes

2. The unit has an internal team that guides the ongoing work of removing barriers to opportunity and reducing racial disparity/disproportionality.

0=No                      1=Moving In That Direction                      2=Yes

3. The organization's goals of reducing barriers to opportunity and racial disparities/disproportionality are reflected in resource allocations.

0=No                      1=Moving In That Direction                      2=Yes

4. Investments promote capacity-building and asset-building for people and communities of color.

0=Rarely                      1=Sometimes                      2=Almost Always                      3=Always

5. Results of investments show opportunity for all and a reduction in racial disparities/disproportionality.

0=Rarely                      1=Sometimes                      2=Almost Always                      3=Always

6. The organization has a deliberate plan to develop and promote the leadership of staff of color.

0=No                      1=Moving In That Direction                      2=Yes

7. The organization has regular trainings and discussions at the staff and/or board levels about removing barriers to opportunity and reducing racial disparities and disproportionality, both internally and externally.

0=No                      1=Moving In That Direction                      2=Yes

8. The organization regularly assesses workforce composition by race/ethnicity and develops/implements strategies for increasing diversity at all levels.

0=No                      1=Moving In That Direction                      2=Yes

9. The environment of the organization (food, art, holiday activities, etc.) is multicultural.

0=No                      1=Moving In That Direction                      2=Yes

10. The organization has a mechanism in place to address complaints about barriers to opportunity and racial inequities in the workplace.

0=No                      1=Moving In That Direction                      2=Yes

**NOW: Add up the numbers associated with each answer to get your Racial Equity Score.**

**My Racial Equity Score is \_\_\_\_\_.**

**FINALLY: Use the chart below to see what your next steps should be.**

RACIAL EQUITY SCORE	NEXT STEPS	TOOLS THAT CAN HELP
<20	<p><b>Become intentional</b></p> <p>Make an emphasis on racially equitable results explicit in your unit's/organization's mission statement, and evaluate performance with this emphasis as a criterion.</p>	<p>Every tool in this Toolkit can help your organization become more intentional in its commitment to opportunity for all. But you may want to start with <b>How to Talk about Race</b> to decide HOW to talk about the issues. Sometimes organizations do not have intentional efforts to produce equity because they get stuck on debates related to language instead of action. You should also review the <b>Race Matters PowerPoint</b> to understand how becoming intentional changes the work you do.</p>
20–29	<p><b>Build staff/organizational capacity</b></p> <p>If fewer points are in the area of Staff Competencies, identify opportunities for staff to better understand embedded racial inequities – how they are produced and maintained, and how they can be eliminated. If fewer points are in the area of organizational operations, identify policies and procedures that should be improved to promote racially equitable results.</p>	<p>Staff competencies can be built using the <b>Race Matters PowerPoint</b>, <b>What's Race Got to Do with It?</b>, and the <b>Fact Sheets</b>.</p> <p>Organizational operations can be improved with the <b>Racial Equity Impact Analysis</b> and <b>System Reform Strategies</b>.</p>
30–39	<p><b>Fine-tune staff/organizational capacity</b></p> <p>See which items are scored lowest, and work on them.</p>	<p>Select relevant tools from the Toolkit based on the areas that need fine-tuning. To help you select the right tools, the <b>Race Matters Users Guide</b> lists every tool and what it will accomplish.</p>
40–49	<p><b>Mentor others!</b></p> <p>Because one unit's or organization's success in promoting opportunity for all and reducing disparities is likely to be tied to others' performance, use what you've learned to help advance a racial equity approach for critical partners.</p>	<p>You are in a good position to go deeper on the issues by creating your own tools specific to your content area. The easiest place to start is by developing a <b>Fact Sheet</b>.</p>

1. Thanks to Ralph Bayard and Dine Watson for their input.

2. Embedded racial inequities are accumulated advantages for whites and accumulated disadvantages for people of color. These results come from the long term effects of public policies and institutional practices, the differential perceptions and images of people of color and whites, and the dominant norms and values that privilege one racial group over others.



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